



Unlocking the Potential of the New Code of Good Practice on Dismissal



The newly proposed Code of Good Practice on Dismissal offers a transformative opportunity for employment relations in the workplace. It represents one of the most significant shifts in how organisations approach misconduct, incapacity, and operational requirements. Beyond its aim to decriminalise and simplify disciplinary enquiries, the code introduces two new dimensions to incapacity and provides clearer guidance on operational restructuring. This programme will help you understand and apply these changes to foster more sustainable, human-centric labour relations.

Key Highlights of the Code:

- **Modernisation of Disciplinary Codes**

Organisations can revise outdated disciplinary frameworks to align with contemporary workplace realities.

- **Simplification of Disciplinary Processes**

Streamlined procedures reduce complexity and promote fairness and efficiency.

- **Shorter Notice Periods Before Enquiries**

Enables cost savings by reducing the duration of paid suspensions.

- **Expanded Definition of Incapacity:**

Incompatibility – Addresses value system clashes within organisational cultures.

Incarceration – Provides protocols for managing employees who are arrested or imprisoned and unable to report for duty.

- **Holistic Approach to Poor Performance**

Encourages more comprehensive and empathetic performance management strategies.

- **Codification of Operational Requirements**

Offers structured templates and clearer protocols for Section 189 processes.

We look forward to welcoming you to this programme and believe it will empower your organisation to build stronger, more resilient labour relations.

DATE: 11 September 2025 09h00 - 10h30
20 October 2025 09h30 - 11h00
17 November 2025 09h30 - 11h00
VENUE: Virtual via Zoom
PRICE: R950.00 excl. VAT

All workshops are offered as customised In-house training that can be presented virtually or on-site. Contact us for more information.

All online courses are subject to minimum delegate numbers